



CITY OF BRISTOL

Application and Testing Process for Entry Level Fire Fighter

Applicants: The City tests for Firefighter approximately every two (2) years. Applications are reviewed after the closing date to ensure that the minimum requirements stated in the job description are met.

Qualifications: High School graduate or equivalent certificate, valid State of CT motor vehicle license and a good driving record.

Agility Examination: The Candidate Physical Ability Test (C.P.A.T.) is administered by the Connecticut Fire Academy. It is a practical exam used to test a candidate's physical ability to perform a job task related to firefighting. CPAT is a physically demanding test that requires a candidate to use his or her physical, mental abilities and, in some cases, balance. The CPAT involves eight events that must be completed in 10 minutes 20 seconds. Information regarding the Candidate Physical Ability Test (CPAT) administered by the Connecticut Fire Academy can be downloaded at www.ct.gov/cfpc.

***The City reserves the right to require the CPAT certificate at any phase of the testing process depending on the CPAT testing schedule as it relates to the City's recruitment schedule.**

Written Examination: If you meet the application requirements, you will be invited to take a written exam. The written examination tests one's ability to learn and perform the job of firefighting. It assesses the ability to read, comprehend and apply new information, reasoning ability, basic math, mechanical and spatial ability, and situational judgment. A passing score, as determined by the City, will be considered 50% of the final earned score for the entire examination process.

Oral Examination: Applicants passing the written test will be invited to participate in an oral panel examination. No part of the testing process requires any prior knowledge of fire fighting. A passing score, as determined by the City, will be considered 50% of the final earned score for the entire examination process.

Veteran's Points: Five points will be added to a final passing score (maximum score=100 points) to veterans who have completed a minimum of ninety days of active military service with an honorable discharge or a discharge under honorable conditions. Form DD214 Member -4 will be required to verify the right to receive veteran's credits. Failure to submit appropriate verification in the allotted timeframe to be determined by the City will result in forfeiture of Veteran's points.

Eligibility List: An eligibility list is established of all candidates who have passed the CPAT test, the written exam and the oral exam. That list is valid for two years or until it is exhausted, whichever comes first. However, the Personnel Director may

extend the list for a period of up to six months only for the purpose of establishing a new list.

Background Investigation: The Personnel Department will conduct a thorough background investigation which may include checking employment, school, military and police records, personal references, and other sources as necessary.

Board of Fire Commissioners: When a vacancy occurs, the Board of Fire Commissioners will receive from the Personnel Department a listing of eight (8) names. The listing will consist of the top 5 highest ranked candidates, plus the next three (3) highest ranked candidates who are domiciled in the City of Bristol. If there is more than one vacancy, the Board will be presented with one name for each additional vacancy from each category (one name from the rank category and one name from the domicile category).

If there are less than the requisite numbers of names on the eligibility list, then the list of those who are eligible shall be presented to the Board.

The Board of Fire Commissioners is the hiring authority and may interview and make a conditional offer of employment to any candidate from this listing.

Post-Offer: A post-offer medical examination, including drug testing, will be required of those candidates who are offered positions with the Fire Department. During this examination, candidates will also be weighed and measured for compliance with the Bristol Fire Department Official Height and Weight Chart requirements (see below).

| <u>Height</u> | <u>MALE</u> Maximum Acceptable Weight | <u>Height</u> | <u>FEMALE</u> Maximum Acceptable Weight |
|---------------|--|---------------|--|
| 5 ft. 0 in. | 158 | 4 ft. 8 in. | 140 |
| " 1 in. | 162 | " 9 in. | 143 |
| " 2 in. | 166 | " 10 in. | 145 |
| " 3 in. | 170 | " 11 in. | 147 |
| " 4 in. | 174 | 5 ft. 0 in. | 151 |
| " 5 in. | 178 | " 1 in. | 155 |
| " 6 in. | 183 | " 2 in. | 158 |
| " 7 in. | 189 | " 3 in. | 162 |
| " 8 in. | 193 | " 4 in. | 165 |
| " 9 in. | 197 | " 5 in. | 169 |
| " 10 in. | 203 | " 6 in. | 174 |
| " 11 in. | 207 | " 7 in. | 177 |
| 6 ft. 0 in. | 222 | " 8 in. | 182 |
| " 1 in. | 226 | " 9 in. | 187 |
| " 2 in. | 232 | " 10 in. | 192 |
| " 3 in. | 238 | " 11 in. | 198 |
| " 4 in. | 245 | 6 ft. 0 in. | 204 |
| " 5 in. | 251 | | |
| " 6 in. | 258 | | |

Any applicant who exceeds the maximum acceptable weight requirement will be tested using the following body fat standards which may not be exceeded: :

Male employees 23%

Female employees 29%

This information is intended as a guide to the recruitment process and must not be taken as a complete description of the process.

The City of Bristol is an equal opportunity employer. We provide reasonable accommodation to qualified persons with disabilities in accordance with the Americans with Disabilities Act. If you need an accommodation, please contact the Personnel Department at (860) 584-6175.